

Department of Human Rights Facts - FY06

<http://www.state.ia.us/government/dhr/index.html>



General Information

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Workforce Data

(unless otherwise noted, information provided is at the end of FY '06)

# FT EEs: 55	# PT EEs: 1	# Temporary EEs: 0	Avg. Length of Service: 13.20
Span of Control: N/A	% Performance Evaluations Completed: 77.08%		Total Unemployment Insurance Claims: 1
Age Groups: <25 0 25-34 3 35-44 20 45-54 13 55-64 17 65+ 2	# of Females: 32	# of Minorities: 6	# of Persons With Disabilities: 8
	% of WF: 58.18%	% of WF: 10.91%	% of WF: 14.55%
	# of Males: 23	# of Non-minorities: 49	# of Persons With Non-Disabilities: 47
	% of WF: 41.82%	% of WF: 89.09%	% of WF: 85.45%
	Average Age: 49.31		
Officials/Administrators EEO Category 1: 12	Professionals EEO Category 2: 38	Technicians EEO Category 3: 1	Protective Service EEO Category 4: 0
Paraprofessionals EEO Category 5: 0	Administrative Services EEO Category 6: 4	Skilled Craft EEO Category 7: 0	Service/Maintenance EEO Category 8: 0
Separation Rate: 10.71%	Hire Rate: 7.14%	Number Hires: 3	Transfer In: 1
Retirements: 2	All Terminations: 1	Voluntary Quits: 2	Transfer Out: 1
# of Classes Used: 26	Most Populous Classes: Program Planner 3 (11), Program Planner 2 (7), Disabilities Consultant (6)		

Leave and Benefits

(unless otherwise noted, information provided is at the end of FY '06)

Vacation Payouts: \$26,777.73	Sick Leave Payouts: \$2,259.11	Annual Payroll: \$3,017,296.09	Avg. Base Salary: \$54,618.00	Overtime Days Worked: 26.2
Overtime Cost: \$4,581.10	Reassignment Pay: \$0.00	Recruitment Bonus Pay: \$0.00	Retention Pay: \$0.00	Exceptional Job Performance Pay: \$0.00
Workers' Comp Payouts: \$0.00	Vacation Pay - Earned Value: \$232,772.37	Vacation Days Earned: 1,155.5	Vacation Used Expense: \$197,850.52	Vacation Days Taken: 1,045.5
Workers' Comp Days Used: 0	Sick Leave Days Earned: 980.6	Reg. Sick Leave Used Expense: \$85,413.07	Reg. Sick Leave Days Used: 453.5	Converted Sick Leave To Vacation Used Expense: \$43,628.00
	Sick Leave -Earned Value: \$190,146.66	Converted Sick Leave To Vacation Days Used: 213.5	Avg. Sick Leave Days Per EE: 8.25	
Injury Leave Used Expense: \$0.00	Injury Leave Days Used: 0	Classification Appeals: 0	Reclassifications Up (Filled): 1 Up (Vacant): 0 Down (Filled): 0 Down (Vacant): 0 Lateral (Filled): 0 Lateral (Vacant): 0 Approx. Annual New Cost of Reclassified Positions:* \$3,754.40	Grievances Contract Grievances: 1 Disciplinary: 1 Language: 0 Non-Contract Grievances: 0 Disciplinary: 0 Language: 0 Arbitrations: 0
Funeral Leave Used Expense: \$2,844.48	Funeral Days Used: 17.1	Extraordinary Pay: \$2,440.00		
Jury Leave Used Expense: \$405.24	Jury Leave Days Used: 1.5	Special Duty Pay: \$0.00		

* based on difference between average of old and new pay grade FY '06. Vacancies and laterals were not calculated into the "cost."

Affirmative Action (Remedial Underutilization [RUU] and Remedial Hiring Goals)

Females: Current Year (FY '07) RUU: N/A	Minorities: Current Year (FY '07) RUU: N/A	PWD: Year (FY '07) RUU: N/A
Current Year (FY '07) Goal: N/A	Current Year (FY '07) Goal: N/A	Current Year (FY '07) Goal: N/A
Goal Achievement (FY '06): N/A	Goal Achievement (FY '06): N/A	Goal Achievement (FY '06): N/A

Sources: AS400 Queries; "Just the Facts for 2006" Almanac; Department of Management; DAS-HRE Labor Relations Team and DAS-HRE Personnel Officers.

Date of Completion: December 18, 2006